

Equity Team | Charter

Purpose

In support of the Bush Foundation’s effort to be a leader in advancing equity in philanthropy, the Equity Team’s purpose is to develop broad ownership of equity work and deep intercultural competence across the Foundation. By doing this, the Equity Team seeks to increase the Foundation’s organizational capacity to recognize and respond to differences, leading to more effective programming, operations and administration, and resulting in more equitable outcomes in our region. The Equity Team serves as an internal resource and champion to help advance to Foundation’s equity statement and framework through informing organizational strategies and practices.

Membership

- A cross-foundational team of 5-7 members with a mix of expertise and passion for equity work. In the first phase, the terms will be as stated in the chart below. After original terms are completed, all members will hold three year terms.

Member	Term
Chair	Three years
Two members	Three years
One member	Two years
One member	One year

- Staff support provided by the two standing members, the Talent Development Coordinator and Director

Duties

Leadership and Strategy

- Inclusively craft one to two year strategies to move the Foundation toward more equitable policies and practices as expressed in the DEISALT framework
- Select action learning teams, identify training/workshop opportunities and other learning that will support the identified strategies and goals
- Lead a regular review of the Foundation’s progress on equity goals, share results and make recommendations with staff, board and other stakeholders as appropriate

Staff Learning and Engagement

- Foster a supportive environment for learning, conversation and organizational change by supporting opportunities to advance intercultural competence and equity
- Serve as a resource for staff as they seek to grow in their cultural competence and ability to do their work adaptively through an equity lens
- Model cross-cultural engagement through ongoing study, reflection and conversation